

# Early Intervention / Identification Systems



Chief Ken McGuire

West Jordan Police Department



# Early Intervention / Identification Systems (EIS)



Helping employees by identifying behaviors  
and traits



# Ownership (buy-in)

- Command
- Mid-management
- First line supervisor
  - Hub
- Employee
- Community

# Accountability



- Provide training
  - All levels
  - New employees
  - Re-train
- Reporting desired information
  - Use of force, search & seizure, citizen complaints & compliments, inter-department complaints & compliments
- Reviewing and analyzing information
- Public surveys
- Acting on the information
  - What do we do with the information?



# Intervention options

- Self referrals
  - Employee assistance programs (EAP)
    - Drug & Alcohol
    - Family issues
    - Finances
- Peer referrals
  - Peer support groups
- Supervisor referrals
- Department mandatory referrals
  - Mental health
  - EAP
  - Medical evaluations
  - Mentors



# Benefits of the EIS program

- Identification of outstanding conduct and behavior
- Identify training improvements
- Provides clear expectations
- Identifies poor behavior and actions
- Community satisfaction

# Recommendation



- Involve all divisions and ranks
- Identify what is important for your department to track
- Identify how the information will be tracked
- Most importantly, remember people run the system not a computer



# CONTACT INFORMATION

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